

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

OCTOBER 17 - 18, 2002

9:00 AM

MINUTES

THURSDAY SESSION

Chairman LaFrank Newell called the meeting to order at 9:00 a.m. Greetings were given by Dennis Larson, Labor & Industries Region 6 Consultation Program Manager. The roll call was taken and a quorum of members were present.

MINUTES: M/S/C July 18 & 19, 2002 as written.

CORRESPONDENCE: M/S/C as presented

REPORTS:

State Board for Community and Technical Colleges

Rich Nafziger, Director of Workforce Education for the State Board for Community and Technical Colleges (SBCTC), reported on activities relating to apprenticeship.

In the last fiscal year, 24 of 34 community technical colleges served 11,963 apprentices, which adds up to 2,563 FTE's. SBCTC's proud of the increase in apprenticeship from colleges in the recent years.

We've been growing that program much faster than our regular FTE's, largely because Al Link is on the State Board for Community and Technical Colleges. Al keeps a stern eye on the importance of apprenticeship in our system, and he should because it is the most effective education and training program that anybody knows about. Largely from Al's leadership, we now set aside a pool of FTE's from our regular allocation of FTE's. The legislature gives us so many every year to serve more people, and have set aside 10 percent of those to go to apprentices now, largely from Al's work, which has amounted to 450 FTE's in the last fiscal year. This year we're asking for 200 more, so we'll be serving an additional 650 FTE's a year in apprenticeship in the future. We really will need your support in the legislature to get those FTE's allocated.

We're also working with the Department of Labor and Industries on trying to expand apprenticeship to other occupations. There's been a lot of talk in the healthcare commission that's been formed to try to use apprenticeship to expand some healthcare occupations where it could get people quickly into positions where there are shortages while they learn the program, which is a great idea.

We're also trying to urge colleges to look at expanding AA degrees related to apprenticeship. I think one of the things that needs to be on our agenda in the future is how to make sure the word "articulation" is in our system and that people can go from high school programs into apprenticeship programs and get college credit and receive degrees as a result. We think that's very important.

We're going to be holding a statewide meeting October 29th to emphasize the importance of community and technical colleges and apprenticeship in the economic development of our state. We've just finished a major study that indicates that we are - despite high unemployment - still short of workers in many construction jobs and we need to do a lot to close the skills gap.

Workforce Training and Education Coordinating Board

No report.

Employment Security Department

Kathy DiJulio spoke about two activities that are being done in Employment Security for apprenticeships. One is the Web site that is a partnership with the Department of Labor and Industries, and the other is a contract with ANEW.

The apprenticeship Web site continues to be accessed by individuals seeking information on applying for apprenticeships. The five top inquiry areas are electrical, construction, carpentry, laborer, and plumbing. Since its inception a year ago, over 6,000 inquiries have been made.

Last year Employment Security entered into a contract with ANEW for a quarter of a million dollars to increase employment opportunities for low-income participants in apprenticeship in trade-related jobs. Performance on the contract with ANEW for the first group has been strong. The majority of the completers have obtained trade-related or apprenticeship jobs. The second class of 36 just started in September. It is scheduled to complete in February.

In addition to training and placement, a technical assistance guide will be prepared by ANEW that will contain best practices and information resources which Employment Security will be distributing to the workforce development community.

Apprenticeship Training, Employer, and Labor Services (ATELS)

Anne Wetmore reported that she saw from the agenda that a lot of work has gone into achieving one of the Council's goals of expanding apprenticeship with all the exciting new programs that you have on the docket. The three occupations for the Department of Transportation, I think is real exciting; Parks and Recreation, Elevator Constructors, and the Army Director of Logistics, Skookum Committee, which is automotive training, automotive occupations, and automotive mechanics.

The reason this last one I mentioned is an exciting new apprenticeship program, even though the occupation has already been approved by a lot of different committees for training, is that this is a new partnership, working with the Army, Fort Lewis, along with Skookum, which has the service contract to maintain all the Fort Lewis Army motor vehicles, and they work with people with disabilities. So what we're doing is developing an apprenticeship program - and the committee is up for approval today - that will train people with disabilities to be automotive mechanics.

What's exciting, too, is that we have Jess Code, who is with the Northwest Automotive Apprenticeship Program Committee. He has worked with Skookum, and from the existing committee, he's going to be on their committee as well and help them get up to speed and work along with Pam Doss, their apprenticeship coordinator.

From a national level, I had the opportunity last month to go and speak to the President's Committee on purchase for services for people with disabilities because they're looking at what

happens over here as a model to use for other disability folks in training, because a lot of times they end up in dead-end jobs or the kind of menial work whereas a lot of them are very capable of learning through apprenticeship.

Extending new apprenticeship programs will be exciting to use for people here and for other areas. As we all know, it's a lot of hard work and all the Labor and Industries apprenticeship coordinators work very hard along with the staff of L & I, but I'd like to especially make mention that Alice Curtis and Pam Doss have been working very hard with these new programs. Probably the next council meeting or two, you will be getting a healthcare apprenticeship program that Pam has been working on with Pierce County. Maybe I shouldn't speak too soon, but that's in the works. That's made a lot of progress.

For my report, I want to inform you that a letter will be forthcoming in response to your January letter in response to our 1999 US Department of Labor ATELS review of Washington State. What I want to do, though, is - even though I don't have the letter in front of me yet, you'll be getting it soon, but I want to go over just a couple of issues in the letter for consideration of the Council at this meeting and we commended the Council and the Department for their leadership in developing a comprehensive system to address the findings or recommendations of the review and also by the formation of that famous WAC rewrite apprenticeship committee - not apprenticeship committee, the WAC rewrite subcommittee that helped insure that all stakeholders had a voice at the table and supported the outcomes of the work of this group. As a result of this dedicated, hard work and this committee and the Council, the changes were approved to the state apprenticeship statute and administrative code that met the federal requirements. This was great.

On paper the Department of Labor and ATELS' concerns regarding equal access to apprenticeship are addressed. However, in practice there has been some concerns that have emerged, and ATELS believes they do need to be addressed by the Council. We realize that the Council must follow the State Supreme Court's decision of the Administrative Law Judge (ALJ) process and that proposed standards, new and revised, on the agenda that if they have an objection filed against them that they would be referred to the ALJ.

We feel like this referral to the ALJ process can be a positive thing. It insures an adequate record of review by a judge knowledgeable in legal issues. However, presently the way this process is working is, it does delay the approval of new and revised programs and greatly increases the cost to apprenticeship sponsors wanting to participate in the Washington State apprenticeship system. Ultimately the Council, upon receiving the decision of the ALJ, is still the entity making the final decision on approval or not approving the program.

We would like to recommend to the Council some suggestions that could assist in a more timely, less costly process for the apprenticeship consumer going through the ALJ hearing while providing the objective information and analysis needed by the Council to make its final decision.

First, we'd like to see the Council define what constitutes a valid objection by putting together some criteria for what objections warrant the ALJ process. For example, should a program requesting new standards be sent to the ALJ because of objections stating that the occupation is not apprenticeable or there's an objection over a committee member when the Council has

already approved that occupation in the past as apprenticeable and already approved the committee?

Currently this objection could automatically be sent to the ALJ without question, even the Council taking a look at it, and taking months and lots of money to go through that process. And, of course, the attorneys make money, so some people are happy.

But also another example, too, is when an approved sponsor requests geographical expansion of their standards, an objection to this expansion automatically sends the request to the ALJ process for review of their entire standards as if they were new program standards being approved. Since the Council has already approved the standards once, shouldn't the standards be to just go - should they really need to go through this costly, lengthy process all over again? The question, it seems to me that should be asked here would be, will the training agents of the sponsor in that location be providing reasonable continuous employment and on-the-job training per the standards? Will the apprentice still be able to satisfy their related classroom instruction?

So these questions, I think, can be asked and determined by the Council. These are just some examples to consider.

We feel like the Council has the authority to serve as a gatekeeper - and I guess that's what we're asking - to the ALJ process and use that authority to set clear parameters and criteria on what constitutes a credible objection.

The second thing is, we'd also like to see the Council give very specific guidance and direction to the ALJ as to what the scope of the review is and what issues should be reviewed. Under federal statute, the Council is made up of members with the expertise in the apprenticeship system and can better do that than the judge that looks at everything in the kitchen sink.

So we feel like these two suggestions could be implemented as a policy decision of the Council, so you wouldn't have to go back with the RCW's and WAC's.

The Council could also utilize the successful RCW-WAC rewrite committee, or a similar type of entity, for a one-time or so meeting where all the input - you get input from all the different partners about what their concerns are and kind of hash it out in that committee, which they've worked so well in before, and then discuss the issues and come up with some suggested guidelines for the Council that you might want to take a look at. Ultimately, of course, it's your decision, but that way everyone gets a chance to say. What is it that's not working that was not addressed in the very beginning?

I think this would insure that the Washington State apprenticeship system is successful, as intended by federal review, to all who want to participate in or sponsor high-quality training programs. They should not be discouraged from participation because of lengthy, costly court proceedings.

In closing, the Washington State apprenticeship has made great progress towards leveling the process for participation in this system to all parties willing to train to quality standards while protecting the welfare of the apprentice. Now that the new RCW's and WAC's are in place and as we look at expanding apprenticeship into new areas and with looking at new technology being introduced to old and new occupations, I think it's a good time to see where some policies or

procedures might need some fine-tuning. This is the time that maybe this could be addressed along in that committee that we mentioned.

These are the several things that we had as concerns after seeing everything. Like I said, everything looks good on paper, but there are these concerns we would like the Council to address and see what you think about them.

We support the work of the Council. We'll be glad to help you in any way possible.

Office of Superintendent Public Instruction

No report.

Higher Education Board

No report.

Labor and Industries Affirmative Action Advisory Committee

No report.

Labor and Industries Apprenticeship Retrieval Tracking System (ARTS) Upgrade

Nancy Mason reported that the Apprenticeship Retrieval Tracking System is up-to-date, moving along, even on budget, and plans to be rolled out in June of 2003 and be available to track a lot of different things in the apprenticeship system more efficiently.

General Administration, State of Washington

Nancy Mason distributed copies of the GA participation summary to the Council and had other copies available on the hand out table. The Department will ask GA to come to Bellingham in January to talk about the statistical information of their summary.

Oregon State Apprenticeship and Training Council

No report.

Washington State Coordinators' Association

William Bowser, representing the Washington State Coordinators' Association reported that they had their meeting yesterday at 1 o'clock and received reports from Apprenticeship Program Manager Nancy Mason, Eastern Washington Coordinators Association Chairman Chuck Danner, Western Washington Association Coordinator Bill Bowser (myself), and Jim Crabbe with the state board.

Items of interest were, Nancy Mason reported regarding new indenture forms that are available. That Beth Armon and Pinky Dale with Renton Technical College and South Seattle Community College are working on an articulation agreement with the apprenticeship associate's degree towards a construction management degree with one of the universities here in the state.

Concerns were brought up about the timelines of the distribution of documentation regarding state council meetings.

Jim Crabbe talked about the ungraded tuition waiver. We have tuition waiver for apprenticeship, as you know, for ungraded classes. He expressed there may be some concern with the associate's degree with some colleges requiring grading, and this would be in conflict with the WAC that allows for a tuition waiver. That's certainly a great concern to the coordinators, especially those who have the associate's program. I think it's certainly unanimous with the coordinators that,

should we lose our tuition waiver or have to choose between the loss of that waiver and the associate's program, we would drop the associate's program and continue utilizing that tuition waiver.

The term for the Western Washington coordinator chairman was up and Lee Newgent was elected the new chairman for the Western Washington coordinators. Spencer Schwegler, after two years, was succeeded by myself, Bill Bowser, as chairman for the Washington State Coordinators Association. It was unanimous that Mr. Schwegler had done a marvelous job as being the chair for the past two years and he was commended.

L&I NIOSH Grant Update – Heather Grob

Heather Grob, a senior economist for the Washington State Department of Labor and Industries, gave a presentation on information about a little program that we decided to do with planning and research services, Department of Labor and Industries. The NIOSH apprenticeship database - NIOSH stands for the National Institute of Occupational Safety and Health. I think many of you are probably familiar with NIOSH and their publications.

We received a phone call from a researcher at NIOSH who was interested in looking at apprenticeship and training and what the potential outcomes of training were on safety and health. She was willing to offer us 20,000 to hire a contractor to help us look at all our data systems and find out if it was feasible to use administrative databases to track outcomes. So basically it's just a feasibility of study. We don't have any results yet, but I wanted to report to you the progress of this so far.

Washington was chosen by NIOSH because of some unique characteristics. We have an exclusive workers' compensation system, and we also have centralized reporting of apprenticeship and training data. So that's helpful for researchers who are interested in making some of these connections to employment and employment outcomes in injury and illness.

We wanted to look at three databases, the ARTS database - and so this is very well timed with some of the issues arising in the ARTS database project. From Employment Security, wages, hours, employer ID, and from L & I's industrial insurance, and that's to look at claims, employer's cost in the region of those injuries.

This is our team. We had a number of people from both NIOSH and from L & I, and our contractor was JF Gagnon from Milestone Technology. He did a wonderful job for us. Michael Thurman and a number from apprenticeship and training, Terry Travis from L & I, and Bill Blanford from L & I.

This is a question that I asked myself many days when we were working on this project: Why did we agree to this? We wanted to build some links from apprenticeship and training to Employment Security and workers' compensation data. We wanted to develop little more hands-on knowledge of database fields and linkage - possible linkages to other databases. I won't go into all of the details because data is a little bit like watching sausage being made. You probably don't want to watch it.

So that we could try to, - although a lot of other institutions look at apprenticeship and training and track outcomes, we thought it was important for to us try to do this internally in the Department and try to track outcomes so that problems and solutions could be more quickly

acted upon, and essentially because a good data system and good collection and tracking system is important to evaluation.

We had many challenges associated with this kind of a project. There were several contracts we had to negotiate with Employment Security just for this little project, and with our research team and our contractor and sign also a nondisclosure, make sure we were okay on that score.

Getting all the ARTS pieces linked together, investigating data quality, that was quite helpful, I think, to the ARTS project.

Getting individual information to match on SSN, name, and date of birth. All these different data systems have different ways of doing that, so that was a challenge.

That also brought up the gender issue which, when you're trying to match on SSN and name, sometimes that gets a little difficult if people are changing names, and women were more likely to be affected by that. We developed pretty good algorithms for taking care of that, but there are still a lot of issues, if you're going to try to do this thing in the future, that we need some sort of standardization with the different agencies as to how to go about coding those things.

Then the other challenge that we ran into is that disclosure was an issue because it is possible that, even though we weren't planning to send any data to NIOSH that had social security number and name, it still might be possible for somebody theoretically to obtain data that would allow those linkages to occur. So that meant that we had to go through a human subjects review, which we're now still doing so we can finish out this project. But - so that's just something to be aware of with apprentice data and research in general. There are a lot more kind of strict guidelines on use of social security number and name now that we all need to be aware of.

We were looking at it from the standpoint of evaluating from a research standpoint, and what we felt would be really helpful is, if we had more information on the specific types of training, especially safety training.

It was also very hard to find a good comparison group. I'm often talking with the Workforce Training Board about that kind of issue, about what's a good comparison group to evaluate the effects of apprenticeship. We didn't really come up with a good answer for that. I think really the only way you can do that is go back to do cohort studies, that is, to follow people over a long period of time. That kind of research would require a little more funding and effort. I should have brought from my office a metal cup that I have that says "Researcher in desperate need of funding."

As I mentioned before, the issues of fuzzy matching, that was because there were what we considered to be poor data quality with names and social security numbers. We often found situations where there were several social security numbers that were the same, being used by many different people. So that made matching a little difficult. That does happen sometimes, social security numbers get used by 10 or 20 different people. So you have to sort through and find out which ones they are and whether they are legitimate ones or not, and that's difficult to do.

The difficult thing for doing any evaluation is that the wage data from Employment Security does not include occupation. It might be difficult to get that reported, but it would be really great

if you could because then we would have some idea of whether people were actually working in the occupations for which they had been trained.

Then in terms of looking - taking that matching and putting that back and looking at L & I claims, that's also kind of difficult to link back to the employer and it's okay sometimes, but a little bit imperfect.

So we have a couple of suggestions, if you were to try to improve data systems so that you could use administrative databases for research. First is getting those different kinds of training reported in. That's needed to show relationships to injury and illness outcomes.

The next suggestion would be to pay attention to those data quality issues and develop some standards. It's important to try to retain social security number while, again, protecting privacy. That's important for us to all think about.

We need to double-check name and address fields. It was really difficult matching those up with Employment Security wage data. Possibly collecting additional information on maiden name, alias, and so on, because there are ways you can work out a computer program to try to match on those. Also to double-check on the date of birth.

Suggestion 3 was to obtain information on a suitable comparison group. I'm just listing on some of the things that you would want to collect if you were looking at a comparison group from a labor market kind of standpoint. You want to look at education, training, experience, age, gender, ethnicity, race, occupation or trade, union membership, maybe geographical region. To do some surveying for benchmarking purposes would be a good idea, and that would really help us to uncover what the true effect of apprenticeship and training may be on safety and health.

This suggestion: Track employment following completion to encourage Employment Security to add occupation to wage data and to survey sample of apprentices and try to get some better hours data. The Employment Security hours data isn't 100 percent.

The other issue, if you were to try to do some evaluation of safety and health outcomes using the L & I industrial insurance data, you have to be very careful when you look at self-insurance because the reporting is a little bit different. I just wanted to raise that issue.

I'm not sure about construction is in specific, but approximately a third of workers in Washington who are covered by workers' compensation are covered by self-insurance, so that's a big issue: The self-insured companies generally don't report medical-only claims, and so it's really important, if you're doing this kind of analysis, to try to split apart those who were employed by self-insured employers and those workers who were employed by state fund workers' comp employers. That gets a little more difficult, also.

So those are the kind of things that we reviewed and we put in the report and we will be sending that to NIOSH along with our data as soon as we get the okay from the Institutional Review Board on human subjects.

That's our time line to get this to NIOSH, but we did get hung-up with a lot of those contract issues, so it hasn't gone to NIOSH yet.

The researchers working on this at NIOSH are due to do a report examining feasibility in one or two years. Contingent on that and funding, they may have an opportunity for us and other states to participate in a larger survey of apprentices and what the safety and health outcomes are.

Secretary, Washington State Apprenticeship and Training Council

Nancy Mason thanked Dennis Larson for his welcoming remarks. She thanked Russ Poague and other Region 6 L & I folks, the AGC, Linda Poague from Spokane Community College, and the building trades that worked on the safety training.

As you remember this last year, apprenticeship was rolled in to 608/609 funding, which means that we are paid out of the industrial medical aid fund at Labor and Industries rather than the general fund. Part of the assumption is that we do more in apprenticeship to train our workers to not only know the work practices of those occupations and do them in a safe manner, than most employers with their employees. So everything that we can do to have apprentices have better safety training and then be able to track that training is going to be a benefit to the system.

I thank Region 6 for starting the safety training in their region when it's also done some work with the electrical programs. We would really like to see this be a statewide safety initiative – apprentices engaged in additional safe-worker training. L & I might be the logical place to keep track of that as people work through these different safety courses. The projects starting here in Region 6 would tie in with what Heather's trying to actually capture – to keep hours of actual safety training courses that apprentices

We're trying to get a better handle on how to track apprentice safety training, so we may be asking programs in the future to tell us about the units of safety training in the regular curriculums in the programs to, assist with this tracking. The theory is if we train apprentices well, they will be safe workers not only as apprentices but as journey-level workers through their career in their different occupations. The goal of all this is that we will see less injuries in people that have come through the registered apprenticeship system

Another issue that Patrick has been working on is to acquire the Hat and Boots property to expand the Duwamish Industrial Training Center at South Seattle Community College. We would like the apprenticeship community and the Council to continue to be actively involved in supporting the purchase of that property and the negotiations that need to go on to get Duwamish to become a regional apprenticeship training center.

Patrick is really pleased about the expansion of apprenticeship into the public sector. We have standards for the Parks and Recreation Committee, for the Department of Transportation, and Fort Lewis, quite a positive response to Al Link's challenge to Patrick and the apprenticeship community and the State of Washington's L & I apprenticeship section to go out and do more public service apprenticeship.

The new Council standards format, that were approved in July and October, are starting to roll out to the programs and the apprenticeship coordinator to review and see that they are a pretty good fit. It will take a bit of time to transfer all standards into the new Council format.

The new forms that the Department has just worked on are available electronically on the apprenticeship Web site. We've had a lot of requests to put as many forms as possible into electronic version on the Web site, including the registration cards, are now available

I'd like to thank Pat Delaney, from the Department of Labor and Industries Policy Research. Pat has been facilitating meetings to work on the response on behalf of the Council to the legislature on how apprenticeship can assist in the transportation problems here in the State of Washington.

WSATC Affirmative Action Subcommittee

Pete Crow reported that the committee met yesterday and reviewed 44 programs. There will be no sanctions imposed, but there are a few programs that will be required to provide a detailed affirmative action report at the next quarterly meeting. The report will be published and distributed for all in attendance this afternoon and there will be a note of one corrected motion on the report. Tomorrow we will make a motion to accept the report. The following was the published report:

1. Request by Washington State Fire Fighter Apprenticeship Committee for assistance in interpreting the affirmative action rules and their application to this committee.
*****Act on request under revision of standards on the agenda, with motion on Friday.***

OLD BUSINESS (AA REVIEWS):

2. Inland Empire Roofers and Employers Apprenticeship Committee
***M/S/C** to find in compliance for 1999 / 2000 for minorities, to find out of compliance for 1999 for women, to find in compliance for 2000 for women, and to find in compliance for 2001 / 2002 by good faith effort for women and minorities.
3. Inland Northwest Masonry Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by numbers for minorities and by good faith effort for women. Program under quarterly review. Apprenticeship Coordinator to present report at next quarterly meeting, in Bellingham, on how many women apply and how things have worked out
4. Inland Pacific Chapter Associated Builders & Contractors (electrician)
M/S/C to find out of compliance for 1999 / 2000 for women and minorities and to find in compliance for 2001 / 2002 by good faith effort for women and minorities.
5. Inland Pacific Chapter Associated Builders & Contractors (plumber)
***M/S/C** to find out of compliance for 1999 / 2000 for women and minorities. No review required for 2001, due to no active apprentices.
6. Inland Pacific Chapter Associated Builders & Contractors (sheet metal worker)
M/S/C to find out of compliance for 1999 / 2000 for women and minorities.
***Corrected**

NEW BUSINESS (AA REVIEWS):

7. Avista Corporation 0488
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and minorities and request Anne Wetmore, ATELS, to perform a federal review and offer her assistance to this program.
8. Benton Rural Electric Association Apprenticeship Committee
M/S/C to find out of compliance for 1999 / 2000 for women and minorities and the program to attend and submit, at the next quarterly Affirmative Action Subcommittee meeting, an Affirmative Action Plan.

9. Chelan County Public Utility District No. 1 Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by numbers for minorities and by good faith effort for women.
10. City of Tacoma - Light Division Apprenticeship Committee
M/S/C to find out of compliance for 1999 / 2000 for women and minorities and the program to attend and submit, at the next quarterly Affirmative Action Subcommittee meeting, an Affirmative Action Plan.
11. City of Tacoma - Public Works Traffic Engineering Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and minorities.
12. Columbia Basin Carpenters Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and by numbers for minorities.
13. Eastern Washington - Northeast Oregon Area Plumbers, Steamfitters, and Refrigeration Fitters Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and minorities.
14. Eastern Washington - Northern Idaho Carpenters Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and minorities.
15. Eastern Washington, Northern Idaho, and Montana Asbestos Workers Apprenticeship Committee
M/S/C to find out of compliance for 1999 / 2000 for women and minorities and the apprenticeship coordinator submit, at the next quarterly Affirmative Action Subcommittee meeting, an Affirmative Action Plan for this program (program being transferred to Region 6).
16. Fluor Hanford Fire Department Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and minorities.
17. Grays Harbor Area Carpenters, Mill & Cabinet Makers Apprenticeship Committee
M/S/C to find out of compliance for 1999 / 2000 for women and minorities and the sponsor to return next quarterly meeting to answer Affirmative Action Subcommittee's questions.
18. Inland Empire Electrical Training Trust
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and minorities.
19. Inland Empire Plumbing and Pipefitting Industry Apprenticeship Training Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and minorities.
20. Inland Northwest Chapter Associated General Contractors Carpenters Apprenticeship Committee
M/S/C to find in compliance for 1999 by good faith effort for women and minorities and to find in compliance for 2000 by good faith effort for women and by numbers for minorities.

21. Inland Northwest Chapter Associated General Contractors Operators Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by numbers for women and minorities.
22. Intalco Aluminum Corporation Joint Apprenticeship Training Committee
M/S/C to find in compliance for 1999 by good faith effort for women and minorities and to find in compliance for 2000 by good faith effort for women and by numbers for minorities.
23. Kennewick Fire Department Fire Fighter Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and minorities and sponsor to attend April Affirmative Action Subcommittee meeting to report on how their new plan is doing.
24. LU 112 - NECA Electrical Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and minorities.
25. North Cascade Eye Associates
M/S/C to find out of compliance for minorities and in compliance by numbers for women for 1999 / 2000.
26. Northeastern Washington and Northern Idaho Painters and Allied Trades Apprenticeship Committee
M/S/C to find in compliance for 1999 by good faith effort for women and by numbers for minorities and to find in compliance for 2000 by good faith effort for women and minorities.
27. Northeastern Washington-Northern Idaho Sheet Metal Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and minorities.
28. Northwest Automotive Heavy Duty Equipment Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and by numbers for minorities.
29. Northwest Laborers Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and by numbers for minorities.
30. Pacific Northwest Ironworkers & Employers Apprenticeship and Training Committee Local #14
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and by numbers for minorities.
31. Pasco Millwrights Apprenticeship Committee
M/S/C to find in compliance by good faith effort for minorities and out of compliance for women for 1999 / 2000. Sponsor to attend April 2003 Affirmative Action Subcommittee meeting to submit a plan on how they are going to change their outreach effort.
32. Pierce County Meatcutters Apprenticeship Committee
M/S/C to find in compliance for 1999 by good faith effort for minorities and by numbers for women and to find in compliance for 2000 by good faith effort for women and by numbers for minorities.

33. Pierce County Roofers Apprenticeship Committee
M/S/C to table until the next Affirmative Action Subcommittee meeting.
34. Simpson Timber Company Woodworkers Lodge W38 Apprenticeship Committee
M/S/C to review at the January 2003 Affirmative Action Subcommittee meeting.
Apprenticeship coordinator will perform and report on 2001 / 2002.
35. Snohomish County P.U.D. Number 1 Apprenticeship Committee
M/S/C to take no action due to inactivity of program.
36. Southeastern Washington Painter, Decorators & Drywall Apprenticeship Committee
M/S/C to find out of compliance by failure of good faith effort for women and minorities. Recommend committee work closely with apprenticeship coordinator to revise and update standards and affirmative action plan. Sponsor to attend Affirmative Action Subcommittee meeting April 2003 in Chelan.
37. Southeastern Washington/Northeastern Oregon Sheet Metal Workers Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and minorities.
38. Spokane Area Cement Finishers Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and by numbers for minorities.
39. Spokane Home Builders Association, Inc. Apprenticeship Committee
M/S/C to find in compliance for 1999 by good faith effort for women and minorities and to find in compliance for 2000 by good faith effort for women and by numbers for minorities.
40. Sprinkler Fitters Apprenticeship Standards
M/S/C to find in compliance for 1999 / 2000 by good faith effort for women and minorities. If the numbers don't change for women, they should look at different outreach activities.
41. Washington Construction Teamsters Apprenticeship Program
M/S/C to find in compliance for 1999 / 2000 by number for women and minorities.
42. Washington Public School Classified Employees Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by numbers for women and by good faith effort for minorities.
43. Western States Engineers Training Institute
M/S/C to find in compliance for 1999 / 2000 by good faith effort for minorities and to find in compliance for 1999 by numbers for women and for 2000 by good faith effort for women.
44. Yelm School District #2 Apprenticeship Committee
M/S/C to find in compliance for 1999 / 2000 by numbers for women and by good faith effort for minorities.

M/S/C to approve the WSATC Affirmative Action Subcommittee Report as amended.

WSATC Annual Report Subcommittee

Report made available at the WSATC July 2002 Quarterly Meeting.

WSATC Reciprocity Subcommittee

No report.

WSATC Special Subcommittee

Melinda Nichols reported on the Transportation Subcommittee. The purpose of this subcommittee was that the apprenticeship council has been directed by the legislature to work with the Department of Transportation, local transportation jurisdictions, local and statewide, doing apprenticeships, other apprenticeship programs, representatives of labor and business organizations with interest in expertise in the transportation workforce, and representatives of the state's universities and community and vocational colleges to establish technical apprenticeship opportunities specific to the needs of transportation.

The Council has a lead role in this report, and we have been meeting with the able help, as Nancy just said, of Pat Delaney. I want to really extend appreciation to Pat for her patience and her really hard work on this rather difficult project. It's been like herding cats.

I also want to thank Kim Alexander, Don Briscoe, and of course council member Susan Crane, Alice Curtis, Pinky Dale, Heather Fredericks, John Little, Greg Mowat, Bob Roberts, a lot of people who put in long hours and worked very hard to give a response to the legislature so that we could be prepared for the need for more training and more technical - particularly technical training in the transportation industry for the future.

We do have a draft preliminary report, which has been passed on to council members and is available for others, if they would like to see it. You can talk to Pat, and I think Nancy can get copies of that report. There is obviously a deadline on getting this report in to the legislature. I think it's December 1st, but we need to have our information done, obviously, before the Council meets again. So we will be asking for approval of this as a draft with the recognition that there's a lot of wordsmithing, editing, change of order, and focusing on real results that we will need to do before we will be able to submit. But I would like to get this on to the Council with approval at this council meeting.

M/S/C to approve the preliminary draft of the transportation work from the Transportation Subcommittee and allow the subcommittee to do wordsmithing and editing, then submit the report to the legislature.

WSATC Strategic Planning Committee

Susan Crane reported that the Strategic Planning Committee also worked on the Transportation Subcommittee and that's the work they've been doing this quarter.

WSATC Tie-Breaker Committee

No report.

WSATC WAC/RCW Committee

No report.

WSATC Members

Al Link reported that a meeting has been set up with some of the trades and Doug Southerland, who is the head of Department of Natural Resources. They currently own the Hat and Boots property next to Duwamish. We're trying to work with him and the Department of Natural Resources and the community college system. Since the community college system has some trees somewhere that we got from the K-12 system, maybe it would be a good trade with Natural Resources to trade those trees in some forest, however many acres it is, for the property adjoining the Duwamish center. Those meetings are to take place next week, and hopefully we can have the support of the Council in that effort.

M/S/C to for the Council to go on record in supporting the purchase of the Hat and Boots project in the Lower Duwamish and South Seattle College to be used for apprenticeship.

EXECUTIVE SESSION:

UNFINISHED BUSINESS:

1. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON

Construction Equipment Operator Standards (DOT 859.683-010)

ALJ 00-10-01

M/S/C to uphold the ALJ's amended program standards.

NEW BUSINESS:

- 2.** Request for reciprocity recognition to the **ALASKA IRONWORKERS TRAINING PROGRAM** to be recognized as registered apprentices in the state of Washington for prevailing wage purposes.

M/S/C to approve.

Proposed Committees:

3. NORTHWEST WASHINGTON CARPET, LINOLEUM & SOFT TILE LAYERS APPRENTICESHIP COMMITTEE

Carpet, Linoleum and Soft Tile Layer (DOT 864.481-010) 6000 hours

M/S/C to refer back to sponsor *(to clear up the representatives of the employees).*

4. DIRECTORATE OF LOGISTICS, FT. LEWIS, WASHINGTON AND SKOOKUM CORPORATION APPRENTICESHIP COMMITTEE

Automotive Mechanic (DOT 620.261-010) 8000 hours

M/S/C to approve.

5. WASHINGTON STATE DEPARTMENT OF TRANSPORTATION JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Transportation Technician (DOT 005.261-014) 2000 hours

Transportation Planning Technician (DOT 005.061-038) 2000 hours

Right of Way Agent (DOT 186.117-042) 2000 hours

M/S/C to approve.

New Standards:

6. COMMUNICATIONS WORKERS OF AMERICA LOCAL, #7990 - LUCENT TECHNOLOGIES CONSTRUCTION ELECTRICIAN APPRENTICESHIP COMMITTEE

Construction Electrician (DOT 824.261-010) 8000 hours

M/S/C to forward to the ALJ.

7. INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL 19 – NATIONAL ELEVATOR INDUSTRY EDUCATIONAL PROGRAM

Elevator Constructor Mechanic (DOT 825.361-010) 6800 hours

M/S/C to approve.

8. TEKNON CORPORATION APPRENTICESHIP PROGRAM

Data/Voice Cabling Technician – Installer (DOT 823.261-030) 4000 hours

PULLED from the agenda.

9. WA STATE PARKS & RECREATION COMMISSION/WA PUBLIC EMPLOYEES ASSOC. JATC

Construction & Maintenance Project Specialist 1 (DOT 899.261-014) 8000 hours

M/S/C to approve.

Revised Standards:

10. WASHINGTON PUBLIC SCHOOL CLASSIFIED EMPLOYEES APPRENTICESHIP COMMITTEE

Add new occupation:

Professional Educational Secretary (DOT 169.167-010) 6000 hours

Section 2: Minimum Qualifications

Section 4: Term of Apprenticeship

Section 5: Probationary Period

Section 7: Wage Progression

Section 8: Work Processes

M/S/C to approve.

11. BOEING/IAM JOINT APPRENTICESHIP COMMITTEE, THE

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve. (LaFrank Newell rescinded his vote)

12. CITY OF TACOMA – WATER DIVISION APPRENTICESHIP COMMITTEE

Section 4: Term of Apprenticeship

Section 6: Ratio of Apprentices to Journeymen

Section 7: Wage Progression

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve if sponsor agrees to update to new WSATC standard format and in Section 3B of their standards, replace ‘296-04-480’ with ‘296-05-457’.

13. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON

(Heating/Air Conditioning Installer & Servicer)

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

Section 6: Ratio of Apprentices to Journeymen

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve.

14. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON

(Painter-Decorator)

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

Section 6: Ratio of Apprentices to Journeymen

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve.

15. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON

(Plumber)

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve.

16. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON

(Sheet Metal Worker)

Section 2: Minimum Qualifications

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve.

**17. FLUOR DANIEL HANFORD INDUSTRIAL MAINTENANCE
APPRENTICESHIP COMMITTEE**

Name Change: **Fluor Hanford Industrial Maintenance Apprenticeship Committee**

Front Page: Change term hours:

Industrial Maintenance Electrician from 8000 to 10,000

Plumber/Steamfitter from 7200 to 10,000

Sheet Metal from 8000 to 9000

Section 1: Geographical Area (no county changes)

Section 2: Minimum Qualifications

- Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
B. Affirmative Action Plan
- Section 4: Term of Apprenticeship
- Section 7: Wage Progression
- Section 8: Work Processes
- Section 9: Related/Supplemental Instruction
- Section 10: Administrative/Disciplinary Procedures
- M/S/C to approve.

18. GRAYS HARBOR P.U.D. NO. 1 APPRENTICESHIP COMMITTEE

- Section 2: Minimum Qualifications
- M/S/C to approve.

19. INLAND PACIFIC CHAPTER ASSOCIATED BUILDERS & CONTRACTORS (Plumber)

- Section 2: Minimum Qualifications
- Section 4: Term of Apprenticeship
- Section 5: Probationary Period
- Section 6: Ratio of Apprentices to Journeymen
- Section 10: Administrative/Disciplinary Procedures
- Section 12: Subcommittee

M/S/C to refer back to sponsor (*because they do not meet or exceed the currently approved standards for term of apprenticeship of ratio of apprentices and are not in the best interest of the apprentices working within the geographical area*)

20. INLAND PACIFIC CHAPTER ASSOCIATED BUILDERS & CONTRACTORS (Sheet Metal Worker)

- Section 2: Minimum Qualifications
- Section 4: Term of Apprenticeship
- Section 5: Probationary Period
- Section 6: Ratio of Apprentices to Journeymen
- Section 10: Administrative/Disciplinary Procedures
- Section 12: Subcommittee

M/S/C to refer back to sponsor (*because they do not meet or exceed the currently approved standards for term of apprenticeship of ratio of apprentices and are not in the best interest of the apprentices working within the geographical area*)

21. INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL #280 APPRENTICESHIP COMMITTEE

- Section 11: Composition of Committee & Alternates
- M/S/C to approve.

22. J.R. SIMPLOT CO. (PASCO) INDUSTRIAL MAINTENANCE ELECTRICIAN

- Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan
B. Affirmative Action Plan

Section 10: Administrative/Disciplinary Procedures
M/S/C to approve.

23. J.R. SIMPLOT CO. (PASCO) INDUSTRIAL MAINTENANCE MECHANIC

Section 10: Administrative/Disciplinary Procedures
M/S/C to approve.

24. J.R. SIMPLOT CO. (PASCO) INDUSTRIAL REFRIGERATION TECHNICIAN

Section 10: Administrative/Disciplinary Procedures
M/S/C to approve.

25. NORTHWEST LABORERS APPRENTICESHIP COMMITTEE (Laborers -- City of Seattle)

Section 4: Term of Apprenticeship
M/S/C to approve.

26. NORTHWEST WASHINGTON ELECTRICAL INDUSTRY JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Occupation Name Change:

FROM: Sound Communication & Electronic Control

TO: **Low Energy/Sound and Communication Technician**

Section 1: Geographical Area (no county changes)

Section 2: Minimum Qualifications

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Affirmative Action Plan

Section 4: Term of Apprenticeship

Section 5: Probationary Period

Section 6: Ratio of Apprentices to Journeymen

Section 7: Wage Progression

Section 8: Work Processes

Section 9: Related/Supplemental Instruction

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve.

27. PENINSULA LIGHT COMPANY APPRENTICESHIP COMMITTEE

Section 4: Term of Apprenticeship

Section 5: Probationary Period

Section 6: Ratio of Apprentices to Journeymen

Section 7: Wage Progression

Section 8: Work Processes

Section 10: Administrative/Disciplinary Procedures

PULLED from the agenda.

28. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section 10: Administrative/Disciplinary Procedures

M/S/C to approve with sponsor corrections to leave in ‘construction electrician’ in section 10.L.3.c – admin section.

29. SIMPSON TIMBER COMPANY WOODWORKERS LODGE W38 APPRENTICESHIP COMMITTEE

Name Change: **Simpson Timber Company IAM Woodworkers Lodge W536 Apprenticeship Committee**

Section 1: Geographical Area (no county changes)

Section 2: Minimum Qualifications

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Affirmative Action Plan

Section 6: Ratio of Apprentices to Journeymen

Section 10: Administrative/Disciplinary Procedures

Section 11: Composition of Committee & Alternates

Section 12: Subcommittee

M/S/C to approve.

30. YELM SCHOOL DISTRICT #2 APPRENTICESHIP COMMITTEE

Introductory Paragraph

Section 2: Minimum Qualifications

Section 5: Probationary Period

Section 8: Work Processes

M/S/C to approve.

Cancellation Of New Apprenticeship Committees:

NONE

Cancellation Of Apprenticeship Standards:

31. GRAYS HARBOR PAPER L.P. APPRENTICESHIP COMMITTEE (Sponsor’s Request)

M/S/C to grant cancellation.

32. KEN MAYEMURA & ASSOCIATES (Sponsor’s Request)

M/S/C to grant cancellation.

33. LINOLEUM AND CARPET CITY/SPOKANE FLOOR COVERING ASSOCIATION (Department’s Request)

Pulled from the agenda.

34. WASHINGTON CORRECTIONS CENTER FOR WOMEN (Department's Request)

M/S/C to grant cancellation.

**35. WASHINGTON LOCKSMITH ACCESS CONTROL APPRENTICESHIP COMMITTEE
(Department's Request)**

M/S/C to grant cancellation.

ADMINISTRATIVELY APPROVED REVISIONS:

Name Change:

NONE

Selection Procedure:

36. KING COUNTY CARPENTERS APPRENTICESHIP COMMITTEE

Section 3: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

M/S/C to approve.

Equal Employment Opportunity Plan:

37. WASHINGTON STATE FIRE FIGHTERS APPRENTICESHIP COMMITTEE

M/S/C to approve.

Wage Progression:

NONE

Related/Supplemental Instruction:

38. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (Plumber)

**39. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON
(Sheet Metal Worker)**

M/S/C to approve items 38 – 39

Composition of Committee:

40. CENTRALIA FIRE DEPARTMENT APPRENTICESHIP COMMITTEE

41. CITY OF CASHMERE LIGHT DEPARTMENT APPRENTICESHIP COMMITTEE

42. CITY OF ELLENSBURG

43. CITY OF SEATTLE, WASHINGTON APPRENTICESHIP COMMITTEE

44. CITY OF SUMAS LINEMAN APPRENTICESHIP COMMITTEE

**45. CITY OF TACOMA – PUBLIC WORKS TRAFFIC ENGINEERING
APPRENTICESHIP COMMITTEE**

46. CITY OF TACOMA – WATER DIVISION APPRENTICESHIP COMMITTEE
47. CLALLAM COUNTY P.U.D. NO. 1 APPRENTICESHIP COMMITTEE
48. EARLY CARE AND EDUCATION APPRENTICESHIP COMMITTEE
49. EASTSIDE FIRE & RESCUE FIRE FIGHTERS APPRENTICESHIP COMMITTEE
50. FLUOR DANIEL HANFORD INDUSTRIAL MAINTENANCE APPRENTICESHIP COMMITTEE
51. IBEW LOCAL #76/SOUTHWEST WASHINGTON CHAPTER N.E.C.A. APPRENTICESHIP COMMITTEE
52. I.E.C. OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE
53. INLAND EMPIRE PLUMBING & PIPEFITTING INDUSTRY APPRENTICESHIP TRAINING COMMITTEE
54. INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL #280 APPRENTICESHIP COMMITTEE
55. J.R. SIMPLOT CO. (PASCO) INDUSTRIAL MAINTENANCE ELECTRICIAN
56. J.R. SIMPLOT CO. (PASCO) INDUSTRIAL REFRIGERATION TECHNICIAN
57. KENNEWICK FIRE DEPARTMENT FIRE FIGHTER APPRENTICESHIP COMMITTEE
58. KING COUNTY CARPENTERS APPRENTICESHIP COMMITTEE
59. LONGVIEW-KELSO CARPENTERS AND MILLWRIGHTS APPRENTICESHIP COMMITTEE
60. NORTH PUGET SOUND CARPENTERS JATC
61. NORTHWEST LABORERS APPRENTICESHIP COMMITTEE
62. PENINSULA LIGHT COMPANY APPRENTICESHIP COMMITTEE
63. PIERCE COUNTY ROOFERS APPRENTICESHIP COMMITTEE
64. SIMPSON TIMBER COMPANY WOODWORKERS LODGE W38 APPRENTICESHIP COMMITTEE
65. SOUTHWEST WASHINGTON ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE
66. WESTERN WASHINGTON MASONRY TRADES APPRENTICESHIP COMMITTEE
67. WESTERN WASHINGTON OPERATING ENGINEERS APPRENTICESHIP COMMITTEE

M/S/C to approve items 40 – 67

On Job Training Programs (OJT)

68. WASHINGTON STATE DEPARTMENT OF CORRECTIONS

M/S/C to approve.

Composition of Committee (Introductory Paragraph Only):

NONE

Sub-Committee:

NONE

Training Director/Coordinator:

NONE

GOOD AND WELFARE

Duane Lee requested to be put on record with the following: Has the Council seen the updated forms for the apprenticeship agreement and the training agent agreement? Chairman Newell responded in the affirmative. Mr. Lee had a couple of questions of concern on the apprenticeship agreement form – that they had the race on there, which is no problem, but that they also had an ethnic group for Hispanic origin or not Hispanic origin in the current selection, current education level for the apprentice, and whether the apprentice is a union member or not a union member. Mr. Lee had raised issues with the last one at yesterday's coordinators' meeting. It was referred to as told to us that 'it's required by the feds'. We were supposed to have an answer for this yesterday, and we didn't. I just want to make sure it's on record that we do get an answer for it.

Also, raised was the question of the approved training agent agreement, that the question on the Standards of Industry Classification, SIC, S-I-C, what that was, and we didn't get a clear answer on that and why that was on there or the reason for it. Also the North American Industry Classification System, NAICS, and we didn't get a clear answer for that either.

Chairman Newell reported that he would make sure that Mr. Lee get the answers.

Anne Wetmore, ATELS, addressed Duane Lee's questions. Mr. Lee did raise these questions, and in talking to him a few minutes ago, I have checked on this with our federal folks and we're not sure where this has come from as far as the request for union or nonunion member. So rather than throw it on, we will find out if that is indeed a requirement and where it comes from and why it's important. If it's not, then we can decide to take it off. I'm not sure. I asked Ron Johnson, our regional director, about it right after the question was asked, and he hadn't heard of it. But maybe our national office might have requested it without letting us know. We're just not sure. So I said I would put something in writing next week and we'd get it to Nancy, and Nancy could get it out to the coordinators and the Council to let you know the answer on that.

As far as the SIC codes, it's a different way of looking at industry classifications, using that instead of the DOT codes. I will have more of an explanation. I know what it is, but I'm not real good explaining it because I'm still kind of learning that system too. But I will have a little bit more of a clarification on where you can find that - there is a Web site - and how to use that system. They're kind of switching over, and switching over with any system is a little difficult sometimes. But all of those questions are very valid and I will have an answer for you.

ADJOURNMENT